

# CHAPTER 1

## ENLISTED DISTRIBUTION MANAGEMENT SYSTEM

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## ENLISTED DISTRIBUTION MANAGEMENT SYSTEM

### 1.0 GENERAL.

Billet control, personnel procurement, training and distribution. Authorized billets are the Navy's yardstick for measuring personnel management's ultimate objective of placing the right person in the right job.

The addition and deletion of manpower requirements can be defined and published more rapidly than can the procurement, training and distribution of individuals to fill these requirements. Hence procurement and training managers are continually striving to build the personnel base to support the requirements while personnel distributors are faced with the challenge of how to best assign personnel excesses and shortages to most nearly meet the billet requirements.

This Chapter addresses the Enlisted Distribution Management System for active duty USN/USNR personnel. Training and Administration of Reserve (TAR) personnel is addressed in Chapter 20.

### 1.01 DISTRIBUTION MANAGEMENT CONTROLS.

1.011 GENERAL. To support the Deputy, Chief of Naval Personnel (DCNP) in exercising his responsibility for controlling the assignment of enlisted personnel and the responsibility of the Fleet Commanders-in-Chief (CINC) for the readiness of activities under their command, three distinct and separate functions of enlisted distribution management controls were established. These are allocation control, manning control, and assignment control. Additionally, all activities are assigned to one of the four Manning Control Authorities (MCA). Generally, continental U.S. shore activities are under one of two MCAs; ships, squadrons and activities in the Pacific Ocean area are under an MCA; and ships, squadrons and activities in the Atlantic Ocean area are under another MCA.

1.012 ALLOCATION CONTROL. Allocation control is the function of allocating available personnel resources to the four Manning Control Authorities. This control is exercised by COMNAVPERSCOM (PERS-45) for all designated strikers and petty officers. Commanding Officer, Enlisted Placement Management Center (EPMAC) exercises allocation control for SN, FN and AN.

1.013 MANNING CONTROL. Manning Control consists of two functions, manning and placement. This control is exercised by the Manning Control Authority (MCA). COMNAVPERSCOM (PERS-453) is MCA for most continental U.S. activities; COMNAVRESFOR (Code 02A) is MCA for most continental U.S. activities which are primarily concerned with the training of Naval Reservists; CINCPACFLT is MCA for activities in the Pacific Ocean area; and CINCLANTFLT is MCA for activities in the Atlantic Ocean area. An individual becomes an asset under the control of the Manning Control Authority (MCA) from the time of issuance of orders to transfer to an activity belonging to the MCA until three months prior to the individual's Projected Rotation Date.

- Manning is the function of determining the quality, quantity and priority for assignment of personnel to all billets within a composite. Placement is the function of communicating unit personnel vacancies to the Assignment Control Authorities (ACAs) and directing the order in which these vacancies are to be filled.

1.014 ASSIGNMENT CONTROL. Assignment control is the selecting, detailing and ordering of particular individuals to fill billets in accordance with manning levels and priorities designated by the MCA. COMNAVPERSCOM (PERS-40) is the assignment control for designated strikers and all petty officers. Naval Reserve Personnel Center (NAVRESPERS-CEN) (Code 30) is the assignment control authority for all enlisted TAR personnel. Commanding Officer, Enlisted Placement Management Center (EPMAC) is the assignment control for SN, FN and AN. An individual becomes an asset available to the Assignment Control Authority for detailing purposes three months prior to the individual's Projected Rotation Date.

## 1.02 SUPPORTING INFORMATION SYSTEMS.

To support the allocation, manning, and assignment control functions, three automated personnel management information systems have been developed. They are the Projection System, supporting the allocation control function; the Navy Manning Plan (NMP), supporting the manning function; and the Personnel Requisition, which supports the placement function.

These systems assist personnel managers to allocate total Navy personnel resources to the major composites, apportion available personnel assets among activities within a composite, and measure personnel needs and establish an activity's priority for the assignment of personnel. Following is a general description of these personnel management information systems:

### 1.021 PROJECTION SYSTEM.

- Functions. The Projection System has two major functions. The first is to predict what the Navy distributable personnel strength will be nine months in the future. These predictions are based on the number of personnel already assigned to billets, a survey of individuals who are under orders to be transferred from one billet to another and a measurement of personnel available for assignment. The second function is to equitably allocate available personnel assets to each composite.
- Distributable Communities. For distribution purposes, Navy enlisted personnel are assigned to distributable communities. Distributable communities are specified NEC or rating communities composed of personnel and billets who are onboard for duty, and not in the individuals account as students, transients, patients, prisoners, or holdees, and who are counted using the assigned rate fields or distribution NEC fields as shown on the EDVR.

COMNAVPERSCOM (PERS-45) exercises management control over all distributable communities by establishing the structure of all distributable communities, maintaining and publishing the structure of distributable communities, controlling the hierarchy of distributable communities, analyzing and coordinating actions on all recommended changes to the structure of distributable communities, and implementing approved changes to the structure of distributable communities. Normally, personnel assets and billets are managed by ratings. However, because of highly specialized training, certain individuals and billets are managed by NEC independent of rating. When COMNAVPERSCOM (PERS-45) determines that an NEC will be managed as a distributable community, independent of rating, the NEC is designated either "Closed Loop" or "Transitory". The distinction between these two NEC categories is based on the manner in which personnel are projected for assignment.

- Closed Loop and Transitory NECs. The Closed Loop NEC distributable community consists of personnel who are projected and assigned to consecutive tours within that NEC skill area. A Closed Loop NEC distributable community is normally associated with one rating or group of ratings sharing a common occupational skill, and where the member has earned a highly specialized talent within his general rating experience. This person is managed based solely on this NEC skill.

By contrast, the Transitory NEC distributable community consists of an amalgam of ratings sharing a common supplemental skill which may not be generically associated with the individual's actual rating. This individual is managed by the NEC only during the period in which the member is serving in a billet requiring that NEC skill. Upon completion of a Transitory NEC tour, the member is reassigned to a requirement within his primary rating. A complete list of distributable community NECs and ratings is provided at Figure 1G and Figure 1H respectively. All enlisted personnel and billets belong either to an NEC distributable community or a rating distributable community. Rating distributable communities are normally established within both the sea and shore composites. However, NEC distributable communities may be established in either the sea composite, shore composite, or both. NECs which are not defined as distributable communities, but which are used to identify special categories of personnel assignments are called Pseudo Distributable community NECs. COMNAVPERSCOM (PERS-45) also maintains the pseudo distributable community NEC listing. See Figure 1I.

- Detailing Composites. Having determined the individuals and billets which will be managed by rating or NEC, the total Navy billet structure is subdivided into detailing composites. The first division designates billets as either sea or shore. This sea/shore division indicates whether a billet is counted as sea duty or shore duty for personnel rotation. If an activity has a sea/shore code of 1 (continental U.S. shore duty), 6 (overseas preferred shore duty), the activity's billets are placed in the shore composite. The remainder of the billets (in sea/shore codes 2, 3, and 4) are placed in the sea composite. The sea composite is further subdivided into submarine billets and non-submarine billets. The non-submarine composite is termed the "sea-surface/air" composite. The shore, sea-surface/air, and sea-submarine composites are again subdivided into seven pay grades (pay grades E-1 through E-3 are considered one pay grade in this division). Finally each pay grade is subdivided into four Manning Control Authorities (MCAs) representing the billets for which each of the MCAs has responsibility. The subdivision process described above creates some 26,000 potential categories into which an individual or billet could be counted. Figure 1A depicts these subdivisions. The end result is to project future personnel strength and allocate personnel assets to each MCA by pay grade within the rating or NEC. Considering each rating and NEC distributable community and the subdivisions, the system is capable of projecting and allocating assets to some 3,300 distinct detailing composites. (See Figure 1A).

#### 1.022 NAVY MANNING PLAN (NMP).

- Function. Since personnel assets rarely equal manpower requirements, distribution managers are faced with the problem of how best to utilize assets which are short or in excess of manpower requirements. Solution of this problem requires a "manning plan" which will determine how shortages and excesses shall be distributed. This plan is termed the Navy Manning Plan (NMP). Using the projected level of assets for a composite and the billets authorized each activity, the NMP determines the most equitable

level of manning an activity can expect for each detailing composite.

- Normal and Directed Manning. The manning plan of an activity is determined under either "normal" or "directed" manning procedures. Determination of an activity's NMP under normal procedures indicates the activity plan is representative of its "fair share" of the predicted personnel assets for the MCA and composite. Directed manning indicates a CNO or MCA decision to man the activity at a level other than normal manning. The procedure under which an activity's manning plan has been determined is indicated by the NMP rule displayed in Section 5 of the Enlisted Distribution and Verification Report (EDVR). A numeral one or two as the first digit of the NMP rule indicates the activity's Manning Plan was determined under directed manning procedures. One, manning at a level other than 100%, and; two, 100% manning of billets authorized. The numeral nine means the activity's manning was determined under normal (fair share) procedures. Since directed manning reflects a CNO or MCA decision, no "fair share" computation techniques are applied to these plans. Prior to computing a normal manning plan all directed manning billets and personnel assets committed to those billets are subtracted from the total number of billets and assets allocated to the MCA (See Figure 1B). The remainder of the discussion of NMP will be directed toward the computational techniques used in determining normal manning.
- Plan Constraints. Three basic constraints are placed upon the determination of a normal manning plan for a detailing composite at an activity. The first is that activities with the same total billets authorized will receive the same total manning plan. The second is that, insofar as is possible, activities with the same billet pay grade structure will receive the same pay grade manning plan. The third constraint is that the substitution of manning plan pay grades will be limited to plus or minus one pay grade in relation to the billet pay grade.
- Activity Total Manning Plan. The first step in normal manning determinations is to compute an activity's total manning plan based on the activity's total billets authorized. This computation conforms to the constraint that activities with like total billets authorized will have identical total manning plans.
- Target Manning Plan. The second step is to develop a pay grade target manning plan based on the activity's billet pay grade structure. Since the activity's total manning plan in relation to the total billets authorized represents a percentage of manning, then ideally, each pay grade within the billet structure should be manned at the same percentage. This ideal manning of each pay grade within the total is termed a pay grade target manning plan. The sum of the pay grade target manning plans must equal the total manning plan for a composite. (See Figure 1C).
- Actual Manning Plan. The third step is the determination of the actual manning plan based on the target manning plan. The target manning plan assumes an equal percentage of assets for all pay grades, but the predicted percentage level of assets for each pay grade is rarely identical. Since sufficient assets are available to cover the total plan, it is necessary to determine how much of the pay grade target plan for a composite can be filled by assets of the same pay grade and how much of the remaining target plan must be filled by borrowing assets from an adjacent pay grade. A target composition percentage is computed by balancing predicted pay grade assets against the pay grade target plan,

adhering to a plus or minus one pay grade substitution constraint (See Figure 1D). The actual activity manning plan is determined by applying the target composition percentages to the pay grade target manning plan for each activity (See Figure 1E). The result is an activity manning plan which represents the activity's fair share of the total predicted assets and the most practical mix of pay grade assets within the total plan.

- Plan Stability. Every attempt is made to maintain an activity manning plan as stable as practicable. However, certain factors influencing the manning plan of an activity must be accommodated. The most obvious factor is that in which the Allocation Control Authority, COMNAVPERSCOM (PERS-45), is predicting an increase or decrease in the total assets for a composite. The normal manning plan of all activities must be recomputed periodically to take into consideration increasing or decreasing asset levels. Addition or deletion of CNO/MCA directed manning could require recomputation of NMP. Another factor is a change in an activity's billets authorized. Any time there is an increase or decrease in the number of authorized billets for a pay grade, a new manning plan for the activity is computed. Unless otherwise directed by the MCA, all changes to an activity manning plan become effective nine months in the future. This dampens the effect of changes in manning plans; providing detailers sufficient time to respond to increases and allowing normal attrition to respond to decreases in manning plans. It is desired that manning plan changes have the least disruptive influence possible on individuals and the command.

#### 1.023 PERSONNEL REQUISITION.

- Function. The Projection System predicts the level of personnel assets and provides a base upon which the MCA can build a manning plan to apportion the assets to each activity. Each MCA must communicate his activities qualitative and quantitative personnel needs to the Assignment Control Authority (ACA). This communication is provided by the Personnel Requisition System. The personnel requisition's function is to measure activity personnel needs to bring the activity first to its manning plan and second, if unpredicted assets become available, from manning plan to full billets authorized. These needs are communicated as personnel requisitions. A second function is to communicate to the ACA in what sequence personnel are to be assigned to activities to fill their requisitions.

- Activity Personnel Requisitions. The Personnel Requisition System measures the personnel needs of each activity for the forthcoming nine months by comparing projected onboard assets to the NMP and NMP to billets authorized. The result of this measurement is a personnel requisition indicating to the ACA the rating or NEC required by the activity and the month in which the individual is required onboard. The requisition specifies whether the individual is needed to bring the activity to NMP ("N" requisition); billets authorized ("A" requisition); or represents a pay grade imbalance ("P" requisition).
- Requisition Priorities. The CNO and the MCAs have directed that certain activities be given priority in the assignment of personnel assets. These priorities are termed CNO Priority 1 and 2, and MCA Priority 3. OPNAVINST 1000.16J contains a detailed explanation of these priorities, their usage and how personnel assets are allocated to meet the priorities. The priority that is assigned to a rating or NEC within an activity is indicated by the second digit of the NMP rule displayed in Section 5 of the EDVR. A zero indicates no priority while a 1, 2, or 3 indicate a CNO

priority 1 or 2, and MCA Priority 3. Within each priority, the MCAs have further directed that requisitions be arranged in a sequence based on such additional factors as the date the individual is needed, the activity's percentage of manning, deployment status, and mission assignment. The result is an arrangement of all activity requisitions in a priority order which indicates to the detailer the MCA's desired sequence in which the requisitions are to be filled.

### 1.03 SYSTEM DYNAMICS.

1.031 GENERAL. The supporting systems for enlisted distribution operate to optimize future assignments considering all personnel transactions that are planned and recorded in the personnel management information system. This information is constantly changing.

1.032 ACCURACY OF PERSONNEL ACCOUNTS. Correct reflection of an activity's personnel needs in the personnel requisition is completely dependent on timely and accurate personnel and billet accounting. It is extremely important that activities thoroughly review OPNAV 1000/2, Enlisted Distribution Verification Report (EDVR) and Manpower Authorization, to ensure their accounts are accurate and up-to-date.

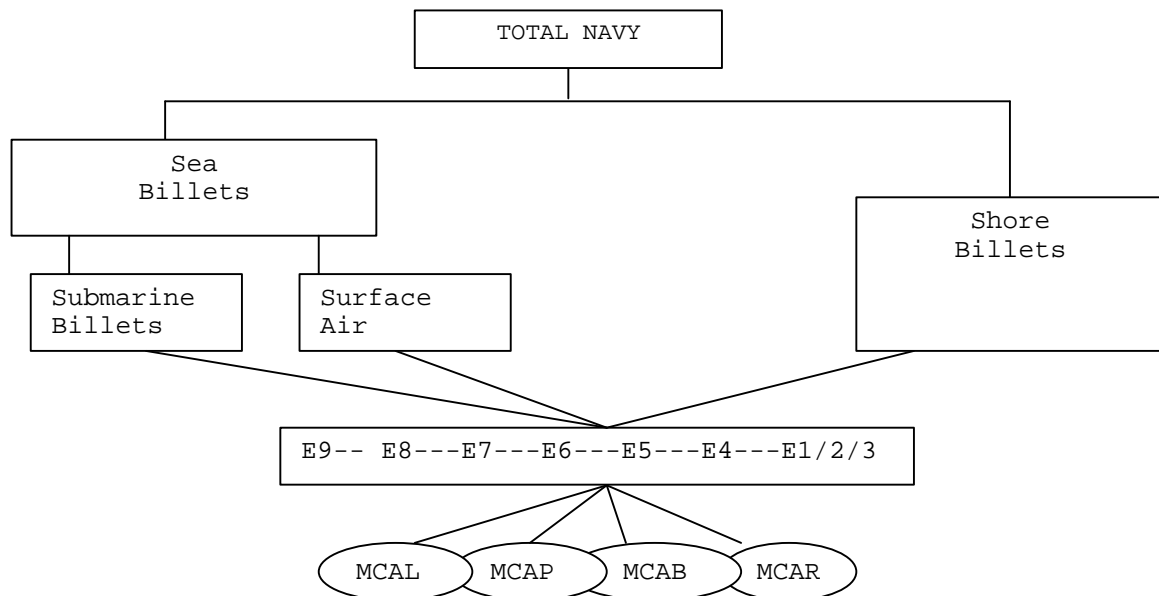
1.033 REASSIGNMENT PRIOR TO PRD. The reassignment of personnel prior to established PRD impacts adversely on unit stability and individual morale; therefore reassignments will not be made solely for the purpose of "leveling" where excesses have been created as a result of advancements or minor changes to billets authorized. Efforts to achieve planned levels of manning (NMP) will be primarily concentrated on reduction of excesses by normal attrition and assignment of rotating personnel and accessions to NMP vacancies. Should normal rotation of personnel not satisfy a critical manning situation, reassignments of individuals prior to PRD may be required. Such reassignments shall be kept to a minimum and will be accomplished only upon the direction of EPMAC acting as agent for the Manning Control Authority. Reassignment due to decommissioning/inactivation or major billet reductions shall be in accordance with the procedures set forth in Chapter 12.

1.034 ORDER MODIFICATIONS. The Assignment Control Authority, in responding to the needs and desires of individuals, must issue orders as far in advance as practical. The Manning Control Authority, in evaluation of ever changing unit readiness, must continually refine vacancies and priorities. These two goals sometimes operate in opposition to each other, however the readiness of operational units is paramount. Although the ultimate assignment decision rests with the Assignment Control Authority, the operational requirements of the Manning Control Authority will be a primary factor in the process.

### 1.04 INQUIRIES AND CORRESPONDENCE.

Since the Assignment Control Authority (ACA) responds only to deficiencies and priorities identified and directed by the Manning Control Authorities, activities must ensure that all inquiries and correspondence regarding unit enlisted manning are addressed to the Enlisted Placement Management Center (EPMAC) in New Orleans which performs the placement function as agent for the MCA's. Figure 1F provides the addressee and reference for correspondence concerning enlisted personnel matters that affect unit manning.

# DETAILING SUBDIVISION PROCESS



1. Distributable Communities: 102 ratings and 212 NECs (102 + 212 = 314)
2. Composites: Shore, Sea-Surface/Air, Sea-Submarine
3. MCAs: COMNAVPERCOM, LANT, PAC, CNRF
4. Detailing Composites: (314 X 3 X 4 = 3768)
5. Paygrades: 7 paygrades (E1 - E3 combined)
6. Detailing subdivisions: (7 X 3768 = 26376)

FIGURE 1A

## NORMAL MANNING BILLETS AND ASSETS

	<u>BILLETS</u>	<u>PREDICTED ASSETS</u>	<u>%</u>
MCA TOTAL	600	458	76.33
COMMITTED TO DIRECTED MANNING	158	142	90.00
AVAILABLE FOR NORMAL MANNING	442	316	71.49

FIGURE 1B

## ACTIVITY TARGET MANNING PLAN

<u>PAY GRADE</u>	<u>E9</u>	<u>E8</u>	<u>E7</u>	<u>E6</u>	<u>E5</u>	<u>E4</u>	<u>E3</u>	<u>TOT</u>
BILLETS AUTHORIZED				5	23			28
TOTAL NMP								20
TOTAL %								71.43
PG TARGET MANNING PLAN				4	16			20

(PAY GRADE TARGET MANNING PLAN = TOTAL % X PAY GRADE BILLETS AUTHORIZED)

FIGURE 1C



		<u>BALANCE OF TARGET PLAN AND PREDICTED ASSETS</u>					
<u>PAYGRADE</u>		<u>PREDICTED</u>	<u>(+) ASSET</u>	<u>EXCESS/</u>	<u>(-) TARGET</u>	<u>TARGET</u>	
		<u>NMP</u>	<u>ASSETS</u>		<u>(PG) SHORTAGE</u>	<u>COMPOSITION</u>	<u>%</u>
E9	7	11	+	4	E9 E8	7	100
E8	10	22	+	12	E9 E8 E7	4 6	40 60
E7	67	87	+	20	E8 E7 E6	16 51	24 76
E6	120	101	-	19	E7 E6 E5	36 84	30 70
E5	83	56	-	27	E6 E5 E4	17 56 10	21 67 12
E4	21	16	-	5	E5 E4 E3	6 15	29 71
E3	8	23	+	15	E4 E3	8	100
TOTAL:	316	316		0		316	

NOTE: Excess assets are "PASSED DOWN" to the next lower pay grade. Assets are "BORROWED" from the next lower pay grade, when shortages exist.

FIGURE 1D

<u>DETERMINATION OF ACTUAL ACTIVITY MANNING PLAN</u>								
<u>PAY GRADE</u>	<u>E9</u>	<u>E8</u>	<u>E7</u>	<u>E6</u>	<u>E5</u>	<u>E4</u>	<u>E3</u>	<u>TOT</u>
BILLETTS AUTHORIZED				5	23			28
TARGET PLAN				4	16			20
COMPOSITION %				30/70	21/67/12			
COMPOSITION			1	3				
				3	11	2		
ACTUAL NMP			1	6	11	2		20

FIGURE 1E

SUBJECT	SUBMIT TO	REFERENCE
Billets Authorized Change, Revision or Correction	NAVMAC Via: Manpower Claimant	OPNAVINST 1000.16J
Priority Manning	N130 Via: Activity MCA, Info: other 3 MCA's & PERS-45	OPNAVINST 1000.16J
Directed Manning	MCA Via: TYCOM Info: EPMAC	
Navy Manning Plan (NMP) Change, Revision or Correction	MCA Via: TYCOM Info: EPMAC	
Manning Deficiencies Command Readiness or Replacement	EPMAC Info: MCA and TYCOM	
Enlisted Manning Inquiry Report	EPMAC MSG IAW Reference Info: TYCOM, COMNAVPERSCOM, MCA	ENLTRANSMAN CHAP 23
Requisitions Change, Revisions, Correction, Priority	EPMAC Info: MCA and TYCOM	
Individual Requests	ACA Info: EPMAC	ENLTRANSMAN 2.02 (ENLTRANSMAN CHAP 20 FOR TARS)
Personnel Accounting (EDVR corrections)	EPMAC	DMRSMAN EDVRMAN

FIGURE 1F

### DISTRIBUTABLE COMMUNITY NECs

The following NECs are managed as distribution communities independent of ratings (see Article 1.021).

#### I. Transitory NECs

<u>Group</u>	<u>NECs</u>	<u>Remarks</u>
Classifier	2612	
Aircrew (AW)	7815, 7821, 7824, 7825, 7826, 7827, 7831, 7841, 7845, 7846/T7851, 7861, 7871, 7872, 7873, 7874/A/T 7876	Sea Only
Aircrew	8202, 8202A, 8202T, 8288, 8294, 8295, 8300, 8300A, 8300T 9401/A/T, 9402/A/T, 9403/A/T	Shore Duty
Maintenance MCPO	8300/T	Sea Duty
Instructor	9508, 9515, 9518	
3-M System Coordinator	9512, 9517	
Counselor	9519, 9522, 9585, 9589	
Master-At-Arms	2005, 2005A, 2005T, 2006, 2006A, 2006T 8202, 8202A, 8202T 8288, 8294	Shore Only
Security/Law Enforcement	9545, 9575, 9541, 9575A, 9575T	
Snap II Ship/System Coord	9573, 9573A, 9573T	
Special Warfare Combatant Craft Crewmember	9533A, 9533T	Sea/Shore Composite Only
Basic Combatant Crewmbr	5350	Sea/Shore
Intermediate Combatant Crewmember	5351	Sea/Shore
Command Master Chief	9579, 9580	
NRD Recruiter/Classifier	9586, 9586A, 9586T	
Officer Program Recruiter	9587	
Landing Craft Air Cushion	0167, 4131, 0304	
Special Series	9999	

#### II. Closed Loop NECs

FIGURE 1G-1

<u>Group</u>	<u>NECs</u>	<u>Remarks</u>
Harbor/Docking	0215, 0216	
Career Recruiter	2186, 2186T	
Writers	2514	
Strategic Weapons Systems	3303, 3314, 3328, 3342	
Navigation Electronics Technician	3322-3328, 3332, 3334, 3336	
Nuclear Propulsion	3353-3356, 3363-3366 3383-3386, 3393-3396	
Diver/Special Warfare	5311, 5320, 5323-5327, 5331-5337, 5339, 5341-5343, 5346, 5348, 5348T, 5375, 5375T	
Special Warfare Combatant Crewmember (SWCC)	5352	
Construction	5633, 5931, 5932	
Aircrew	7834, 7843, 7863, 8211, 8215, 8216, 8225, 8226, 8235-8238, 8241, 8243, 8245, 8250, 8251, 8252, 8258, 8261, 8262, 8263, 8264, 8265, 8267, 8269, 8271-8276, 8272T, 8278, 8279, 8284, 8284T, 8289	
Medical	8401, 8402, 8403, 8405, 8405T, 8406, 8407, 8408, 8409, 8416, 8425, 8427, 8427A, 8427T, 8432, 8433, 8445, 8446, 8451, 8452, 8454, 8463, 8466, 8467, 8467A, 8467T, 8472, 8477, 8478, 8479, 8482, 8483, 8485, 8486, 8489, 8492, 8493, 8494, 8495, 8496, 8501, 8503, 8505, 8506, 8541	
Dental	8703, 8703A, 8703T, 8732 8752, 8753, 8765, 8783 8783A, 8783T	
Linguist	9192, 9192A, 9192T, 9193, 9193A 9193T, 9194, 9194A, 9194, 9194T 9195, 9195A, 9195T, 9196, 9196A 9196T, 9197, 9197A, 9197T, 9198 9198, 9198A, 9198T, 9201-9204, 9207-9209, 9211-9213, 9215, 9216 9230-9237, 9240-9243, 9246, 9310 9310A, 9310T, 9311, 9311A, 9311T 9312, 9312A, 9312T, 9313, 9313A 9313T, 9314, 9314A, 9314T, 9315, 9315A, 9315T	
Foreign Language Translator	9520	
Special Series Group	9901	

FIGURE 1G-2

DISTRIBUTABLE COMMUNITY RATINGS

<u>RATING</u>	<u>RCN</u>	<u>RATING</u>	<u>RCN</u>	<u>RATING</u>	<u>RCN</u>
AB	6700	DT	8300	MT	0810
ABE	6704			MU	3300
ABF	6705	EA	5100		
ABH	6706	EM	4100	NC	1400
AC	6600	EN	3800		
AD	6200	EO	5410	OM	1200
AE	6800	EQ	5380	OS	0300
AF	6080	ET	1000		
AG	7100	EW	0350	PC	2700
AK	7300			PH	7600
AM	6900	FC	0700	PN	1800
AME	6903	FN	5000	PR	7000
AMH	6902	FT	0800		
AMS	6901			QM	0200
AN	7800	GM	0600		
AO	6500	GS	4400	RP	2500
AS	7500	GSE	4401		
AT	6300	GSM	4402	SH	2490
AV	6180			SK	2000
AW	6400	HM	8000	SM	0250
AZ	7400	HT	4300	SN	3600
				STG	0401
BM	0100	IC	4200	STS	0404
BU	5600	IM	1100	SW	5700
		IS	2300		
CE	5300	IT		TM	0500
CM	5500				
CN	6000	JO	2600	UC	5280
CTA	1622			UT	5800
CTI	1666	LI	3100		
CTM	1633	LN	1750	YN	1700
CTO	1644				
CTR	1655	MA	0150	MCPON	7900
CTT	1611	MM	3700	FLTCM	7901
CU	5080	MN	0900	FORCM	7902
		MR	3900	CNOCM	7903
DC	4500	MS	2200	CMDCM	7904
DK	2100				
DM	3200				

FIGURE 1H

PSEUDO Distributable Community NEC LISTING

<u>PSEUDO DNEC</u>	<u>SPECIAL CATEGORY</u>
0051	Seaman, Male
0052	Seaman, Female
0053	Seaman, Excess (either/or Male/Female)
0071	Fireman, Male
0072	Fireman, Female
0073	Fireman, Excess (either/or Male/Female)
0091	Airman, Male
0092	Airman, Female
0093	Airman, Excess (either/or Male/Female)
00CA	Conditional Assignment
0054	Pregnant Females, Reassigned sea to shore

FIGURE 1I